

**KSWO-TV**  
**Annual EEO Public File Report**

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is composed of the following station(s): **KSWO-TV/DT, KKTM-LP, Lawton, Oklahoma**. In addition, Texhoma Broadcasting, LLC ("Texhoma"), an affiliated company, provides sales and support services to KAUZ-TV, Wichita Falls, Texas, along with programming equal to less than 15 percent of the total weekly broadcast programming hours of that station. Thus, information for Texhoma's EEO activities are also included in this report consistent with Section 73.2080(f)(3) of the Commission's rules, as KSWO-TV is closest to, and is in the same market as, KAUZ-TV.

The information contained in this Report covers the time period beginning January 22, 2011 to and including January 21, 2012 (the "Applicable Period").<sup>1</sup>

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
2. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c) (2) of the FCC rules.

Appendices 1, 2, and 3, which follow, have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled "Full-time Positions for which this source was utilized" refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer.

---

<sup>1</sup>

Appendix 1 (Part 1 of 2) to  
Annual EEO Public File Report  
Covering the Period from January 22, 2011 to January 21, 2012  
Station Comprising Station Employment Unit: KSWO-TV/DT, KKTM-LP

#	Full-Time Position	Recruitment Source of Hiree	Total Number of Interviewees from all sources for this position.
1	Production Technician	Station Website	1
2	News Production Assistant a) Position 1 b) Position 2 c) Position 3	a) Station Website b) TVJobs.com c) Station Website	8
3	News Reporter a) Position 1 b) Position 2	a) TAB b) TVJobs.com	10
4	Morning Anchor/Exec. Producer	Internal Posting	3
5	News Producer a) Position 1 b) Position 2	a) Internal Posting b) Employee Referral	5
6	Production Technician a) Position 1 b) Position 2	a) Station Website b) TV Ad	6
7	HR Director	Station Website	3
8	Evening News Anchor	TVJobs.com	7
9	Sports Director a) Position 1 b) Position 2	a) Internal Posting b) TVJobs.com	6
10	News Reporter a) Position 1 b) Position 2	a) Station Website b) TVJobs.com	10
11	Chief Meteorologist	Internal Posting	4
12	News Photographer	MyNextJobspot.com	1
13	News Production Assistant	Internal Posting	5
14	Production Technician a) Position 1 b) Position 2 c) Position 3	a) Internal Posting b) Station Website c) TV Ad	6
15	Weekend Meteorologist a) Position 1 b) Position 2	a) TVJobs.com b) TVJobs.com	6
16	Sales Assistant	Other (Friend Referral)	6
17	News Photographer	Rehire	6
18	News Photographer a) Position 1 b) Position 2	a) MyNextJobSpot.com b) MyNextJobSpot.com	2
19	Broadcast Engineer	TV Ad	4
20	Temporary Production Assistant	TV Ad	4



**Total Number of Persons Interviewed During the Applicable Period: 103**

Appendix 2 (Part 1 of 2) to  
Annual EEO Public File Report

Covering the Period from January 22, 2011 to January 21, 2012

Station Comprising Station Employment Unit: KSWO-TV/DT, KKTM-LP

<b>RECRUITMENT SOURCE</b>	<b>NUMBER OF INTERVIEWEES PROVIDED</b>	<b>POSITION FOR WHICH SOURCE WAS UTILIZED</b>
<b>ACAP Center (Ft. Sill)</b> Rochelle Kamont PO Box 33102 Ft. Sill, Oklahoma 73503 580-442-2222, david.bublitz@us.army.mil	<b>0</b>	<b>All Positions</b>
<b>ACS (Ft. Sill Family Member Employment Readiness)</b>  Quendresenia Foster, Program Manager, PO Box 33307 Bldg. 4700 NW Mow-Way Rd. Ft. Sill, OK 73503, 580-442-4681, quendresenia.l.foster@us.army.mil; zilpaosequera@us.army.mil	<b>0</b>	<b>All Positions</b>
<b>Alabama State University</b> Ella Tucker, 915 S Jacson St., Montgomery, AL 36101-0271, etucker@alasu.edu	<b>0</b>	<b>All Positions</b>
<b>American Broadcasting School</b> Michelle McConnell 712 N Watson Arlington, TX 76011, michelle@radioschool.com	<b>0</b>	<b>All Positions</b>
<b>American Commercial College</b> Cheryl Evans 4317 Barnett Rd Wichita Falls, TX 73610, cherylevans@acc-careers.com	<b>0</b>	<b>All Positions</b>
<b>Caddo Kiowa Technology Center</b>  Pam McEachern, PO Box 190 Fort Cobb, OK 73038 (405) 643-3205, Fax (405) 643-3217 pmceachern@caddokiowa.com	<b>0</b>	<b>All Positions</b>
<b>Cameron University</b> Steve Adams Communications Department 2800 W Gore Blvd Lawton, OK 73505, stevea@cameron.edu, www.collegecentral.com	<b>0</b>	<b>All Positions</b>
<b>Church of the Lord Jesus Christ</b> Stephanie Holden PO Box 412 Temple, OK 73568, wartlely@pcdi.net	<b>0</b>	<b>All Positions</b>
<b>Colorado State University</b> Diane Kull Career Center 105 Ammons Hall Fort Collins, CO 80523-8008, jobpostings@colostate.edu	<b>0</b>	<b>All Positions</b>
<b>Connecticut School of Broadcasting</b> Richard Crane, Campus Director, 130 Birdseye Rd., Farmington, CT 06029, (860) 677-7577, Fax (860) 677-1141, rcrane@gocsb.com	<b>0</b>	<b>All Positions</b>
<b>COTLJC Center of Excellence</b> Stephanie Holden 619East Texas St. Temple, OK 73568 580-342-5042 debria_schuler@yahoo.com	<b>0</b>	<b>All Positions</b>
<b>CPAC NAF HR Office</b> LaJenna Harrison, LaJenna.Harrison@us.army.mil	<b>0</b>	<b>All Positions</b>
<b>Dale Rogers Training Center, Inc.</b>	<b>0</b>	<b>All Positions</b>

Leona Newton 501 SW C Ave. Ste. 307 Lawton, OK 73501 580-357-2442 lnewton@drtc.org		
<b>Employee Referral</b>	<b>4</b>	<b>All positions available</b>
<b>Great Plains Technology Center</b> Joelle Jolly, Employment Advisor 4500 West Lee Blvd. Lawton, OK 73505 kbrue@gpotech.org, jjolly@gpotech.org	<b>0</b>	<b>All Positions</b>
<b>Illinois Center for Broadcasting</b> (630) 916-1700, cogozzo.d@BeOnAir.com	<b>0</b>	<b>All Positions</b>
<b>Internal Posting-KSWO</b> HR Director KSWO-TV P.O. Box 708 Lawton, OK 73502 (580) 355-7000	<b>0</b>	<b>All positions</b>
<b>KCCU Radio, Cameron University</b> Ted Riley 2800 W Gore Blvd. Lawton, OK 73505 triley@cameron.edu	<b>0</b>	<b>All Positions</b>
<b>KSWO-TV Spots</b> HR Director KSWO-TV	<b>12</b>	<b>2-4, 6-8, and 12-20</b>
<b>L.A. Reporter's Clinic</b> Jay Jackson Mrjackson41@hotmail.com	<b>0</b>	<b>3,8,9,10,11, and 15</b>
<b>Lawton/Ft. Sill Branch of NAACP</b> D. Raphael, Branch Secretary, Unit6131@naacp.org	<b>0</b>	<b>All Positions</b>
<b>Medialine</b> Mark Shilstone Box 51909 Pacific Grove, CA 93950 Fax 831-648-5204 Phone 800-237-8073 mark@medialine.com	<b>0</b>	<b>3,8,9,10,11, and 15</b>
<b>Midwestern State University</b> Sarah Ward, Career Management Center 3410 Taft Blvd 211 Hardin South Wichita Falls, TX 76308 940-397-4215, sarah.ward@mwsu.edu	<b>0</b>	<b>All Positions</b>
<b>National Association of Hispanic Journalists</b> Marco Botero, 1000 National Press Building Washington, DC 20045, jobbank@nahj.org	<b>0</b>	<b>All Positions</b>
<b>Northside Chamber of Commerce</b> Janeane Phelps 910 E. Avenue Lawton, Oklahoma 73501 580-355-9547	<b>0</b>	<b>All Positions</b>
<b>Ohio/Illinois Center of Broadcasting</b> Gary James 9000 Valley 303-937-7070 Fax 303-975-0386 gary@beonair.com	<b>0</b>	<b>All Positions</b>
<b>Oklahoma Association of Broadcasters</b> (Job Bank) Nancy Struby, www.oabok.org	<b>0</b>	<b>All Positions</b>
<b>Oklahoma State University</b> Career Services 360 Student Union Stillwater, Oklahoma 74078 405-744-8252 Fax 405-744-9954, careers@okstate.edu	<b>0</b>	<b>All Positions</b>
<b>Other (Internal Promotion, Broadcast Pioneer of Philadelphia, Indeed.com, MNJS, Friend Referral)</b>	<b>23</b>	<b>All Positions</b>
<b>Red River Technology Center</b> 3300 W Bois D'Ave PO Box 1807 Duncan, OK 73533, sloveday@rrtc.edu	<b>0</b>	<b>All Positions</b>
<b>Rehires</b>	<b>1</b>	<b>All positions available</b>



<b>Rogers State College</b> Kimberly Lopez 1701 W. Will Rogers Blvd Claremore, Oklahoma 74017 918-341-7510 <a href="http://www.collegecentral.com/rsu/klopez@rsu.edu">http://www.collegecentral.com/rsu/klopez@rsu.edu</a>	0	All Positions
<b>Southwestern Adventist University</b> Robert Mendenhall Chair Southwestern Adventist Department of Communication Keene, TX 76059 bdom@swain.edu	0	All Positions
<b>Station website www.kswo.com</b>	27	All Positions
<b>Texas Association of Broadcasters</b> <a href="http://www.tab.org/">http://www.tab.org/</a>	1	All Positions
<b>Texas A&amp;M University</b> John J Koldus Bldg 1233 TAMU College Station, TX 77843 979-845-5139 shannonm@careercenter.tamu.edu	0	All Positions
<b>Texas State University</b> 601 University Drive, San Marcos, Texas 78666 512-245- 2111 <a href="https://www.myinterfase.com/txstate/employer/">https://www.myinterfase.com/txstate/employer/</a>	0	All Positions
<b>Texas Tech University</b> Marijane R. Wernsman, Ph.D. College of Mass Communications MS Box 43082 Lubbock, TX 79409-3082 806-742-6500x266 Fax 806-742-1086 marijane.wernsman@ttu.edu, aleesa.ross@ttu.edu	0	All Positions
<b>Texas Workforce Commission</b> Rita Gauthier, Workforce Development Specialist, 7309 Jackson Highway Ste 300 Wichita Falls, TX 76302 940-322-1801 rita.gauthier@twc.state.tx.us	0	All Positions
<b>TVJOBS.COM</b> Mark Holloway P.O. Box 4116 Oceanside, CA 92052 800-374-0119 Fax: 760-754-2115 admin@tvjobs.com	34	All Positions
<b>TVLifer</b> Adam Shrub 617-416-7321 <a href="http://www.tvlifer.com">www.tvlifer.com</a>	0	2,3,5,6,8,9, and 11-14
<b>University of Central Oklahoma</b> Beth Adele Waddelow, Dr. Keith Swezey 100 University Drive, Campus Box 126 Edmond, OK 73034 405-974-3346 careers@uco.edu kswezey@ucok.edu	0	All Positions
<b>University of Mary-Harden Baylor</b> Don Owens Career Services UMHB Bay 841 Belton, TX 76513 254-295-4196 careerservices@umhb.edu	0	All Positions
<b>University of New Mexico</b> Mary Bibeau, Department of Communications & Journalism 1 University of New Mexico MSC03 2240 Albuquerque, NM 87131-001 505-277-1903 cjadvice@unm.edu	0	All Positions
<b>University of North Texas</b> Dan Naegeli Career Center PO Box 310859 Denton, TX 76203 940-565-2105	0	All Positions

<b>University of North Texas</b> Placement Coordinator Department of Radio, Television, and Film PO Box 310859 Denton, TX 76203 rtv@unt.edu	0	<b>All Positions</b>
<b>University Of Oklahoma</b> Bette Scott, Director of Career Services 900 ASP Ave. OMU 323 Norman, Oklahoma 73019 405-325- 1974 bscott@ou.edu, oucs@ou.edu	0	<b>All Positions</b>
<b>University of Oklahoma College of Journalism and Mass Communication Career Fair 2011,</b> Employees Attending: Vickie Lindsey, Oct. 26, 2011	0	<b>All positions available</b>
<b>Veteran's Service Center</b> LaVina Lewis 609 SW B Ave. Ste. 2 Lawton, OK 73501-3907 580-357-7280	0	<b>All Positions</b>
<b>Walk-Ins</b>	1	<b>All positions available</b>
<b>West Texas A&amp;M University</b> Denese Skinner PO Box 60728 Canyon, TX 79016 806-651-2345	0	<b>All Positions</b>
<b>West Texas A&amp;M University</b> Dr. Leigh Browning WTAMU Box 60747 Canyon, TX 79016 806-651-2412	0	<b>All Positions</b>
<b>Western Oklahoma St. College</b> April Tate Multicultural Affairs 2801 N. Main St. Altus, Oklahoma 73521 580-477-2000 april.nelson@wosc.edu	0	<b>All Positions</b>
<b>Work Services Corporation</b> Chris Weakley, Employment Specialist, Wichita Falls, TX cweakley@workservicescorp.com	0	<b>All Positions</b>
<b>WorkForce Oklahoma (Oklahoma Job Link)</b>  1711 SW 11th Street Lawton, OK 73501 (580) 357- 3500 leon.davis@oesc.state.ok.us felipe.juarez@oesc.state.ok.us	0	<b>All Positions</b>

**103**

<b>ORGANIZATIONS REQUESTING INFORMATION</b>		
<b>ACAP Center (Ft. Sill)</b> Rochelle Kamont PO Box 33102 Ft. Sill, Oklahoma 73503 580-442-2222, david.bublitz@us.army.mil	0	<b>All Positions</b>
<b>Cameron University</b> Steve Adams Communications Department 2800 W Gore Blvd Lawton, OK 73505, stevea@cameron.edu, www.collegecentral.com	0	<b>All Positions</b>
<b>Connecticut School of Broadcasting</b> Richard Crane, Campus Director, 130 Birdseye Rd., Farmington, CT 06029, (860) 677-7577, Fax (860) 677-1141, rcrane@gocsb.com	0	<b>All Positions</b>
<b>Illinois Center for Broadcasting</b> (630) 916-1700, cogozzo.d@BeOnAir.com	0	<b>All Positions</b>
<b>Oklahoma State University</b> Career Services 360 Student Union Stillwater, Oklahoma 74078 405-744-8252 Fax 405-744-9954, careers@okstate.edu	0	<b>All Positions</b>



<b>Red River Technology Center</b> 3300 W Bois D'Ave PO Box 1807 Duncan, OK 73533, sloveday@rrtc.edu	<b>0</b>	<b>All Positions</b>
<b>University of Central Oklahoma</b> Beth Adele Waddelow, Dr. Keith Swezey 100 University Drive, Campus Box 126 Edmond, OK 73034 405-974-3346 careers@uco.edu kswezey@ucok.edu	<b>0</b>	<b>All Positions</b>

Appendix 1 (Part 2 of 2) to  
Annual EEO Public File Report  
Covering the Period from January 22, 2011 to January 21, 2012  
Station Comprising Station Employment Unit: Texhoma Broadcasting, LLC

#	Full-Time Position	Recruitment Source of Hiree	Total Number of Interviewees from all sources for this position.
1	Account Executive	KAUZ-TV Spot	4
2	Production Assistant a) Position 1 b) Position 2	a) Station Website b) Employee Referral	5
3	Master Control Operator a) Position 1 b) Position 2 c) Position 3	a) Station Website b) TV Jobs c) TV Jobs	6
4	General Assignment Reporter	TV Jobs	1
5	Newscast Director	Internal Postings	1
6	Sports Anchor/Reporter	KAUZ-TV Spot	2
7	Producer	MSU Job Fair	4
8	Account Executive	a) Employee Referral b) Rehire	6
9	Production Assistant a) Position 1 b) Position 2 c) Position 3 b) Position 4	a) Station Website b) (Other) Friend c) (Other) Friend b) (Other) Friend	8
10	Part-time Producer	Cancelled	4
11	CS Commercial Producer	Internal Postings	4
12	Weekend Meteorologist	Internal Postings	1
13	Reporter	TV Jobs	5
14	Master Control Operator	Station Website	6
15	Production Assistant a) Position 1 b) Position 2 c) Position 3	a) Station Website b) (Other) Friend c) (Other) Friend	

	c) Position 4	c) Station Website	<b>18</b>
16	Producer	TV Jobs	<b>2</b>
17	Assignments Editor	Station Website	<b>3</b>
18	Photographer	Internal Postings	<b>1</b>
19	Anchor/Reporter	(Other) BYU	<b>14</b>
20	News Director	Internal Postings	<b>3</b>
21	Photographer	MSU	<b>1</b>
22	Telemundo Reporter	TV Jobs	<b>3</b>

**Total  
Number of  
Persons  
Interviewed  
During the  
Applicable  
Period:**



Appendix 2 (Part 2 of 2) to  
Annual EEO Public File Report  
Covering the Period from January 22, 2011 to January 21, 2012  
Station Comprising Station Employment Unit: Texhoma Broadcasting, LLC

RECRUITMENT SOURCE	NUMBER OF INTERVIEWEES PROVIDED	POSITION FOR WHICH SOURCE WAS UTILIZED
<b>ACAP Center (Ft. Sill)</b> Rochelle Kamont PO Box 33102 Ft. Sill, Oklahoma 73503 580-442-2222, david.bublitz@us.army.mil	0	All Positions
<b>ACS (Ft. Sill Family Member Employment Readiness)</b>  Quendresenia Foster, Program Manager, PO Box 33307 Bldg. 4700 NW Mow-Way Rd. Ft. Sill, OK 73503, 580-442-4681, quendresenia.l.foster@us.army.mil; zilpaosequera@us.army.mil	0	All Positions
<b>Alabama State University</b> Ella Tucker, 915 S Jacson St., Montgomery, AL 36101-0271, etucker@alasu.edu	0	All Positions
<b>American Broadcasting School</b> Michelle McConnell 712 N Watson Arlington, TX 76011, michelle@radioschool.com	0	All Positions
<b>American Commercial College</b> Cheryl Evans 4317 Barnett Rd Wichita Falls, TX 73610, cherylevans@acc-careers.com	0	All Positions
<b>Caddo Kiowa Technology Center</b>  Pam McEachern, PO Box 190 Fort Cobb, OK 73038 (405) 643-3205, Fax (405) 643-3217 pmceachern@caddokiowa.com	0	All Positions
<b>Cameron University</b> Steve Adams Communications Department 2800 W Gore Blvd Lawton, OK 73505, stevea@cameron.edu, www.collegecentral.com	0	All Positions
<b>Church of the Lord Jesus Christ</b> Stephanie Holden PO Box 412 Temple, OK 73568, wartlely@pcdi.net	0	All Positions
<b>Colorado State University</b> Diane Kull Career Center 105 Ammons Hall Fort Collins, CO 80523-8008, jobpostings@colostate.edu	0	All Positions
<b>Connecticut School of Broadcasting</b>  Richard Crane, Campus Director, 130 Birdseye Rd., Farmington, CT 06029, (860) 677-7577, Fax (860) 677-1141, rcrane@gocsb.com	0	All Positions
<b>COTLJC Center of Excellence</b> Stephanie Holden 619 East Texas St. Temple, OK 73568 580-342-5042 debria_schuler@yahoo.com	0	All Positions
<b>CPAC NAF HR Office</b> LaJenna Harrison, LaJenna.Harrison@us.army.mil	0	All Positions

<b>Dale Rogers Training Center, Inc.</b> Leona Newton 501 SW C Ave. Ste. 307 Lawton, OK 73501 580-357-2442 lnewton@drtc.org	<b>0</b>	<b>All Positions</b>
<b>Employee Referral</b>	<b>5</b>	<b>All positions available</b>
<b>Great Plains Technology Center</b> Joelle Jolly, Employment Advisor 4500 West Lee Blvd. Lawton, OK 73505 kbrue@gptech.org jjolly@gptech.org	<b>0</b>	<b>All Positions</b>
<b>Illinois Center for Broadcasting</b> (630) 916-1700, cogozzo.d@BeOnAir.com	<b>0</b>	<b>All Positions</b>
<b>Internal Posting-KAUZ</b> Business Manager, PO Box 2130, Wichita Falls, TX 76307	<b>5</b>	<b>All Positions</b>
<b>KCCU Radio, Cameron University</b> Ted Riley 2800 W Gore Blvd. Lawton, OK 73505 triley@cameron.edu	<b>0</b>	<b>All Positions</b>
<b>KAUZ-TV Spots</b> Laura MacDonald, Business Manager KAUZ-TV	<b>8</b>	<b>1-11, 13-16, and 18-20</b>
<b>L.A. Reporter's Clinic</b> Jay Jackson Mrjackson41@hotmail.com	<b>0</b>	<b>3,4, 5, 6, 11,12, 18 and 21</b>
<b>Lawton/Ft. Sill Branch of NAACP</b> D. Raphael, Branch Secretary, Unit6131@naacp.org	<b>0</b>	<b>All Positions</b>
<b>Medialine</b> Mark Shilstone Box 51909 Pacific Grove, CA 93950 Fax 831-648-5204 Phone 800-237-8073 mark@medialine.com	<b>1</b>	<b>3,4, 5, 6, 11,12, 18 and 21</b>
<b>Midwestern State University</b> Sarah Ward, Career Management Center 3410 Taft Blvd 211 Hardin South Wichita Falls, TX 76308 940-397-4215, sarah.ward@mwsu.edu	<b>1</b>	<b>All Positions</b>
<b>Midwestern State University Spring 2011 Career Fair-Wichita Falls, TX Employees Attending:</b> Laura MacDonald and Daniel Fitwater March 4, 2011	<b>1</b>	<b>6</b>
<b>National Association of Hispanic Journalists</b> Marco Botero, 1000 National Press Building Washington, DC 20045, jobbank@nahj.org	<b>0</b>	<b>All Positions</b>
<b>Northside Chamber of Commerce</b> Janeane Phelps 910 E. Avenue Lawton, Oklahoma 73501 580-355-9547	<b>0</b>	<b>All Positions</b>
<b>Ohio/Illinois Center of Broadcasting</b> Gary James 9000 Valley 303-937-7070 Fax 303- 975-0386 gary@beonair.com	<b>0</b>	<b>All Positions</b>
<b>Oklahoma Association of Broadcasters</b> (Job Bank) Nancy Struby, www.oabok.org	<b>0</b>	<b>All Positions</b>
<b>Oklahoma State University</b> Career Services 360 Student Union Stillwater, Oklahoma 74078 405-744-8252 Fax 405-744-9954, careers@okstate.edu	<b>0</b>	<b>All Positions</b>
<b>Other (Friend; Career Builder; Referral; BYU; Magid)</b>	<b>23</b>	<b>7,8,9,13,14, and 18</b>
<b>Red River Technology Center</b> Lisa Williams 3300 W Bois D'Ave PO Box 1807 Duncan, OK 73533, sloveday@rrtc.edu	<b>0</b>	<b>All Positions</b>



<b>Rehires</b>	<b>1</b>	<b>All positions available</b>
<b>Rogers State College</b> Kimberly Lopez 1701 W. Will Rogers Blvd Claremore, Oklahoma 74017 918-341-7510 <a href="http://www.collegecentral.com/rsu/klopez@rsu.edu">http://www.collegecentral.com/rsu/klopez@rsu.edu</a>	<b>0</b>	<b>All Positions</b>
<b>Southwestern Adventist University</b> Robert Mendenhall Chair Southwestern Adventist Department of Communication Keene, TX 76059 <a href="mailto:bdom@swain.edu">bdom@swain.edu</a>	<b>0</b>	<b>All Positions</b>
<b>Station website</b> <a href="http://www.newschannel6now.com">www.newschannel6now.com</a>	<b>25</b>	<b>All Positions</b>
<b>Texas Association of Broadcasters</b> <a href="http://www.tab.org/">http://www.tab.org/</a>	<b>0</b>	<b>All Positions</b>
<b>Texas A&amp;M University</b> John J Koldus Bldg 1233 TAMU College Station, TX 77843 979-845-5139 <a href="mailto:shannonm@careercenter.tamu.edu">shannonm@careercenter.tamu.edu</a>	<b>0</b>	<b>All Positions</b>
<b>Texas State University</b> 601 University Drive, San Marcos, Texas 78666 512-245- 2111 <a href="https://www.myinterfase.com/txstate/employer/">https://www.myinterfase.com/txstate/employer/</a>	<b>0</b>	<b>All Positions</b>
<b>Texas Tech University</b> Marijane R. Wernsman, Ph.D. College of Mass Communications MS Box 43082 Lubbock, TX 79409-3082 806-742-6500x266 Fax 806-742-1086 <a href="mailto:marijane.wernsman@ttu.edu">marijane.wernsman@ttu.edu</a> , <a href="mailto:aleesa.ross@ttu.edu">aleesa.ross@ttu.edu</a>	<b>0</b>	<b>All Positions</b>
<b>Texas Workforce Commission</b> Rita Gauthier, Workforce Development Specialist, 7309 Jackson Highway Ste 300 Wichita Falls, TX 76302 940-322-1801 <a href="mailto:rita.gauthier@twc.state.tx.us">rita.gauthier@twc.state.tx.us</a>	<b>1</b>	<b>All Positions</b>
<b>TVJOBS.COM</b> Mark Holloway P.O. Box 4116 Oceanside, CA 92052 800-374-0119 Fax: 760-754-2115 <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a>	<b>26</b>	<b>1-9, 12-21</b>
<b>TVLifer</b> Adam Shrub 617-416-7321 <a href="http://www.tvlifer.com">www.tvlifer.com</a>	<b>0</b>	<b>9-Jan</b>
<b>University of Central Oklahoma</b> Beth Adele Waddelow, Dr. Keith Swezey 100 University Drive, Campus Box 126 Edmond, OK 73034 405-974-3346 <a href="mailto:careers@uco.edu">careers@uco.edu</a> <a href="mailto:kswezey@ucok.edu">kswezey@ucok.edu</a>	<b>0</b>	<b>All Positions</b>
<b>University of Mary-Harden Baylor</b> Don Owens Career Services UMHB Bay 841 Belton, TX 76513 254-295-4196 <a href="mailto:careerservices@umhb.edu">careerservices@umhb.edu</a>	<b>0</b>	<b>All Positions</b>
<b>University of New Mexico</b> Mary Bibeau, Department of Communications & Journalism 1 University of New Mexico MSC03 2240 Albuquerque, NM 87131-001 505-277-1903 <a href="mailto:cjadvice@unm.edu">cjadvice@unm.edu</a>	<b>0</b>	<b>All Positions</b>

<b>University of North Texas</b> Dan Naegeli Career Center PO Box 310859 Denton, TX 76203 940-565-2105	<b>0</b>	<b>All Positions</b>
<b>University of North Texas</b> Placement Coordinator Department of Radio, Television, and Film PO Box 310859 Denton, TX 76203 rtv@unt.edu	<b>0</b>	<b>All Positions</b>
<b>University Of Oklahoma</b> Bette Scott, Director of Career Services 900 ASP Ave. OMU 323 Norman, Oklahoma 73019 405-325- 1974 bscott@ou.edu, oucs@ou.edu	<b>0</b>	<b>All Positions</b>
<b>Veteran's Service Center</b> LaVina Lewis 609 SW B Ave. Ste. 2 Lawton, OK 73501-3907 580-357-7280	<b>0</b>	<b>All Positions</b>
<b>Walk-Ins</b>	<b>5</b>	<b>All positions available</b>
<b>West Texas A&amp;M University</b> Denese Skinner PO Box 60728 Canyon, TX 79016 806-651-2345	<b>0</b>	<b>All Positions</b>
<b>West Texas A&amp;M University</b> Dr. Leigh Browning WTAMU Box 60747 Canyon, TX 79016 806-651-2412	<b>0</b>	<b>All Positions</b>
<b>Western Oklahoma St. College</b> April Tate Multicultural Affairs 2801 N. Main St. Altus, Oklahoma 73521 580-477-2000 april.nelson@wosc.edu	<b>0</b>	<b>All Positions</b>
<b>Work Services Corporation</b> Chris Weakley, Employment Specialist, Wichita Falls, TX cweakley@workservicescorp.com	<b>0</b>	<b>All Positions</b>
<b>WorkForce Oklahoma (Oklahoma Job Link)</b>  1711 SW 11th Street Lawton, OK 73501 (580) 357- 3500 leon.davis@oesc.state.ok.us felipe.juarez@oesc.state.ok.us	<b>0</b>	<b>All Positions</b>

**102**

<b>ORGANIZATIONS REQUESTING INFORMATION</b>		
<b>ACAP Center (Ft. Sill)</b> Rochelle Kamont PO Box 33102 Ft. Sill, Oklahoma 73503 580-442-2222, david.bublitz@us.army.mil	<b>0</b>	<b>All Positions</b>
<b>Cameron University</b> Steve Adams Communications Department 2800 W Gore Blvd Lawton, OK 73505, stevea@cameron.edu, www.collegecentral.com	<b>0</b>	<b>All Positions</b>
<b>Connecticut School of Broadcasting</b> Richard Crane, Campus Director, 130 Birdseye Rd., Farmington, CT 06029, (860) 677-7577, Fax (860) 677-1141, rcrane@gocsb.com	<b>0</b>	<b>All Positions</b>
<b>Illinois Center for Broadcasting</b> (630) 916-1700, cogozzo.d@BeOnAir.com	<b>0</b>	<b>All Positions</b>
<b>Oklahoma State University</b> Career Services 360 Student Union Stillwater, Oklahoma 74078 405-744-8252 Fax 405-744-9954, careers@okstate.edu	<b>0</b>	<b>All Positions</b>



<b>Red River Technology Center</b> 3300 W Bois D'Ave PO Box 1807 Duncan, OK 73533, sloveday@rrtc.edu	0	<b>All Positions</b>
<b>University of Central Oklahoma</b> Beth Adele Waddelow, Dr. Keith Swezey 100 University Drive, Campus Box 126 Edmond, OK 73034 405-974-3346 careers@uco.edu kswezey@ucok.edu	0	<b>All Positions</b>

Appendix 3 to  
Annual EEO Public File Report  
Covering Period from January 22, 2011 to January 21, 2012  
Stations Comprising Station Employment Unit: KSWO-TV/DT, KKTM-LP, Texhoma  
Broadcasting, LLC

**Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by  
KSWO-TV**

**Participation In Job Fairs By Management With Substantial Hiring Ability**

**Oklahoma Association of Broadcasters (OAB)**

March 3, 2011

Oklahoma History Center, Oklahoma, OK

Employees attending: Patricia Sapol, Human Resource Director

Sponsors: Oklahoma Colleges and Universities.

Description: Patricia visited with OAB students and alumni, about the various departments and jobs available at KSWO-TV/DT, KKTM-LP. Also, job descriptions and applications were handed out and resumes were collected.

**Midwestern State University Spring 2011 Career Fair**

March 4, 2011

Clark Student Center, Midwestern State University, Wichita Falls, TX

Employees attending: Laura MacDonald, Texoma Broadcasting, LLC Business Manager, and Daniel Fitzwater, Texoma Broadcasting, LLC Operations Manager

Sponsors: Midwestern State University Career Management Center

Description: Laura and Daniel visited with Midwestern State University students and alumni about the various departments and jobs available at Texoma Broadcasting, LLC. Also, job descriptions and applications were handed out and resumes were collected.

**Duncan Area Job and Career Expo**

March 31, 2011

Simon Center, Duncan, OK

Employees attending: Patricia Sapol, Human Resource Director, and John Brandt, KSWO-TV Production Manager

Sponsors: Duncan Area Economic Development Foundation.

Description: Patricia, John, and David visited with Duncan personnel and family members about the various departments and jobs available at KSWO-TV/DT, KKTM-LP. Also, job descriptions and applications were handed out and resumes were collected.

#### **Cameron University Career Services Part-time Job Fair**

September 14, 2011

McCasland Ballroom, Lawton, OK

Employees attending: Vickie R. Lindsey, Human Resource Director,

Sponsors: Cameron University Career Services

Description: Vickie visited with Cameron University students and alumni, Lawton personnel and family members about the various departments and jobs available at KSWO-TV/DT, KKTM-LP. Also, job descriptions and applications were handed out and resumes were collected.

#### **Fort Sill Job Fair**

September 16, 2011

Graham Resiliency Center, Fort Sill, OK

Employees attending: Vickie R. Lindsey, Human Resource Director,

Sponsors: Fort Sill Army Career and Alumni Program (ACAP) and the Employment Readiness Program (ERP)

Description: Vickie met with Military Personnel, Federal service employees, Ft. Sill Army personnel and family members about the various departments and jobs available at KSWO-TV/DT, KKTM-LP. Also, job descriptions and applications were handed out and resumes were collected.

#### **University of Oklahoma College of Journalism and Mass Communication Career Fair 2010**

October 26, 2011

Gaylord Hall, University of Oklahoma, Norman, OK

Employees attending: Vickie R. Lindsey, Human Resource Director

Sponsors: Gaylord College of Journalism and Mass Communication

Description: Vickie met with University of Oklahoma journalism and mass communication students and alumni about the various departments and jobs available at KSWO-TV/DT, KKTM-LP. She also advised students on effective ways to write a resume, handed out job descriptions and applications and collected resumes for various job vacancies.

#### **Training To Management Level Personnel As To Methods Of Ensuring Equal Employment Opportunity And Preventing Discrimination**

#### **Leadership Principles for Difficult Conversations**

February 21, 2011

Employees Attending: Cindy Coleman, General Sales Manager, Nathan Bowers, Chief Engineer, Justin Williamson, Assistant Chief Engineer, Kelly Filer, Executive Administrative Assistant, John Brandt, Production Manager.

Sponsors: Great Plains Economic Development Center-GPTC

Program Length: 3.5 Hour Training

Speakers: Rhett Laubach, professional speaker, author, presentations coach, Personal Leadership Insight expert and owner of YourNextSpeaker, LLC



Description: The interactive program reviewed the effectiveness of your conversation skills in difficult situations. All leaders examined: potential hires they have not selected, performance reviews when an employee is doing poorly, changing inappropriate behaviors and allowing a current team member to pursue other career opportunities.

### **Mock Interviewing**

April 15, 2011

Employees Attending: Nathan Bowers, Chief Engineer

Sponsors: Electronics Engineering Technology (EET) Industrial Advisory Council

Program Length: 1 Hour Meeting

Speakers: Mark Polson, Instructor of Computing and Technology at Cameron University

Description: The program reviewed the basics interviewing techniques. Cameron University students greatly benefited from the Mock Interviews and it is believed they will be better prepared for the interview process.

### **Behavioral Based Interviews and Beyond**

September 8, 2011

Employees Attending: Vickie R. Lindsey, Human Resources Director.

Sponsors: Great Plains Economic Development Center-GPTC

Program Length: 2.0 Hour Training

Speakers: Charles Middleton, PHR

Description: The interactive program reviewed hiring process. The points that were learned are benefits to using behavioral based interviews, techniques of forming questions, take notes during the interview, selecting the best applicants, conducting the background checks, to include checking social media sources, completing the paperwork, on-boarding the new employee, bad practices to avoid and staying legal.

### **Targeted Selection Training**

September 20 and 21, 2011

Employees Attending:

- Stacey Geer, Assistant Operations Manager – Texoma Broadcasting, LLC
- Priscilla Ford, Assistant News Director - Texoma Broadcasting, LLC
- Vickie R. Lindsey, Human Resources Director - KSWO-TV/DT, KKTM-LP
- Kyle Weatherly, Sports Director - KSWO-TV/DT, KKTM-LP
- Justin Rudicel, Chief Meteorologist - KSWO-TV/DT, KKTM-LP

Sponsor: Great Plains Economic Development Center-GPTC

Description: This was a 2-day interview class for department heads and upper management; designed to educate supervisors the legally correct way to interview applicants. Each employee sat through one day of classroom lessons and then the following day received hands-on experience putting their skills into practice with a simulated interview environment. At the end of the class each employee had to complete an exam in order to be certified as a DDI Targeted Selection Interviewer.



## **Great Plains SHRM Employment Law Seminar: Fall Employment Law Update**

October 12, 2011

Employee Attending: Vickie R. Lindsey, Human Resource Director

Sponsor: Crowe & Dunlevy, Attorneys and Counselors at Law

Program Length: 3 Hours

Speakers: Daniel P. Johnson, Crowe & Dunlevy and Madalane A.B. Witterholt, Crowe & Dunlevy

Description: The program reviewed recent EEOC updates, litigation trends, and statutes that prohibit discrimination at the workplace and other topics relating to immigration law compliance and how to avoid discrimination relating to the I-9 form.

## **Participation In Activities And Events Or Programs Sponsored By Educational Institutions Relating To Career Opportunities In Broadcasting**

KSWO-TV and Texhoma Broadcasting, LLC have none to report for 2011-2012.

### **Speaking Engagements**

KSWO-TV News and Human Resources department employees participated in the following community presentations where they spoke to community members about the broadcasting industry and careers in the broadcasting industry:

January 30, 2011: Janice Stratton, News Anchor- Moderator of Filmmakers Panel – TrialDance Film Festival, Duncan, OK

January 30, 2011: Janice Stratton, News Anchor- Award Presenter – TrialDance Film Festival, Duncan, OK

March 4, 2011: Janice Stratton, News Anchor- Emcee Annual Southwest Pride Barbershop Show, Duncan, OK

March 5, 2011: Janice Stratton, News Anchor- Emcee Annual Southwest Pride Barbershop Show, Lawton, OK

April 14, 2011: Janice Stratton, News Anchor- Volunteered for the Lawton Salvation Army Fashion Show, Lawton, OK

July 14, 2011: Monte Brown, Morning Anchor - United Way pacesetter kickoff, Lawton, OK

September 9, 2011: Monte Brown, Morning Anchor – United Way campaign kickoff – Lawton, OK

September 9, 2011: Monte Brown, Morning Anchor – United Way Day of Caring, Lawton, OK

September 12, 2011: Monte Brown, Morning Anchor – United Way radio live interviews Oldies 107, Lawton, OK

September 23, 2011: Janice Stratton, Anchor- Emcee Opening Ceremony – Lawton International Festival, Lawton, OK

September 25, 2011: Monte Brown, Morning Anchor – United Way radio taped interview Town square Media stations, Lawton, OK

November 9, 2011: Janice Stratton, News Anchor- Guest Speaker – Lawton Business and Professional Women's Meeting, Lawton, OK



November 22, 2011: Monte Brown, Morning Anchor – United Way Campaign thermometer update, Lawton, Ok

December 17, 2011: Nicole Osei, Reporter, Jonathan Rozzelle, Reporter, Justin Rudicel, Chief Meteorologist, Anna Jensen, Evening Anchor, Vickie Lindsey, Human Resources Director, Dara Jones Morning Anchor, Monte Brown, Morning Anchor, Jennyann Roig, Producer, Debbie Taylor, Assistant News Director, Andrew Hill, Production Assistant, David Witham, Producer, Joe Belanger, Meteorologist, Austin Bowling, Meteorologist, Mat Dipirro, Meteorologist, – Volunteered for the Salvation Army Fundraiser, Lawton, OK

December 29, 2011: Vickie R. Lindsey, Human Resources Director – Guest Speaker to the local veterans at Workforce Oklahoma, Lawton, OK

Texhoma Broadcasting, LLC News department employees participated in the following career day presentations where they spoke to students or community members about the broadcasting industry, weather forecasting and weather safety, and careers in the broadcasting industry:

January 25, 2011: Spencer Blake, Morning Anchor/Reporter – boy Scouts of America Banquet  
January 29, 2011: Kayla Parham, Producer – Kiwanis Pancake Festival

February 4, 2011: Ashley Fitzwater, Evening Anchor/Reporter – Read at Scotland park WFISD

February 10, 2011: Ken Johnson, Chief Meteorologist, Ben Walnick, Meteorologist, Matt Posgai, Meteorologist, and Priscilla Ford, Assistant News Director – Skywarn 6 Weather Road Show, Archer City, TX

February 17, 2011: Ken Johnson, Chief Meteorologist, Ben Walnick, Meteorologist, Matt Posgai, Meteorologist, and Priscilla Ford, Assistant News Director – Skywarn 6 Weather Road Show, Henrietta, TX

February 19, 2011: Linda Forst, News Anchor – America's Next Top Model EMCEE (KAUZ)

February 28, 2011: Linda Forst, News Anchor – Volunteer at KAPPA Art Show (Kappa Kappa Gamma Alumni Association)

March 3, 2011: Ken Johnson, Chief Meteorologist, Ben Walnick, Meteorologist, Matt Posgai, Meteorologist, and Priscilla Ford, Assistant News Director – Skywarn 6 Weather Road Show, Vernon, TX

March 10, 2011: Ken Johnson, Chief Meteorologist, Ben Walnick, Meteorologist, Matt Posgai, Meteorologist, and Priscilla Ford, Assistant News Director – Skywarn 6 Weather Road Show, Graham, TX

March 17, 2011: Ken Johnson, Chief Meteorologist, Ben Walnick, Meteorologist, Matt Posgai, Meteorologist, and Priscilla Ford, Assistant News Director – Skywarn 6 Weather Road Show, Nocona, TX

March 24, 2011: Ken Johnson, Chief Meteorologist, Ben Walnick, Meteorologist, Matt Posgai, Meteorologist, and Priscilla Ford, Assistant News Director – Skywarn 6 Weather Road Show, Quanah, TX

March 28, 2011: Ken Johnson, Chief Meteorologist – Volunteer at AARP Club.

April 2, 2011: Ashley Fitzwater, Evening Anchor/Reporter – Christian Woman Job Corp, Tea Party/Fashion Show EMCEE.

March 31, 2011: Ken Johnson, Chief Meteorologist, Ben Walnick, Meteorologist, Matt Posgai, Meteorologist, and Priscilla Ford, Assistant News Director – Skywarn 6 Weather Road Show, Wichita Falls, TX

April 12, 2011: Ken Johnson, Chief Meteorologist – State Wide Terrible Tuesday.



May 22, 2011: Spencer Blake, Morning Anchor/Reporter and Eric Crosslin, Webmaster – EMCEE the Bowl for Kids Sake, Big Brothers, and Big Sister, Wichita Falls  
June 8, 2011: Linda Forst, News Anchor – Celebrity Reading at Wichita Falls Public Library (KAUZ)  
June 23, 2011: Linda Forst, News Anchor – Cookie decorating/Baking judge at Rolling Meadows (KAUZ)  
August 20, 2011: Linda Forst, News Anchor – Ranch roundup décor/Jewelry judge (KAUZ)  
September 1, 2011: Linda Forst, News Anchor – United Way chili cook-off judge (KAUZ)  
September 14, 2011: Linda Forst, News Anchor – Judge City view homecoming parade (KAUZ)  
September 14, 2011: Linda Forst, News Anchor – KAUZ booth at Texas/Oklahoma Fair (KAUZ)  
September 16, 2011: Priscilla Ford, Assistant News Director – KAUZ booth at Texas/Oklahoma Fair (KAUZ)  
September 30, 2011: Linda Forst, News Anchor – Volunteer at Falls Fest (Junior League)  
October 7, 2011: Linda Forst, News Anchor – EMCEE Faith Refuge Benefit Concert (KAUZ)  
September 22, 2011: Linda Forst, News Anchor – Volunteer at Rainbow House garage sale (Junior League)  
September 22, 2011: Linda Forst, News Anchor – Served pizza at Teens Make a Difference Day (Junior League)  
October 31, 2011: Linda Forst, News Anchor – Safe Kids Halloween (KAUZ)  
November 5, 2011: Linda Forst, News Anchor – Volunteer at Christmas Magic (Junior League)  
November 12, 2011: Linda Forst, News Anchor – Committee Chair & EMCEE for BBBS 5K (BBBS & KAUZ)  
November 19, 2011: Linda Forst, News Anchor – International Friendship Committee - Thanksgiving Dinner for SAFB German Airmen (Junior League)

### **Internship Program**

KSWO-TV and Texhoma Broadcasting, LLC correspond with area schools to provide internship opportunities to their students for college credit.

The station works closely with the schools and its students in order to meet curriculum requirements and to ensure that the students get a complete view of how the broadcasting industry works, as well as real-world, hands-on experience in their specific area of study.

Students may request internships in all of our departments including: news, sales, creative services, engineering, and production.

During this applicable period, KSWO-TV hosted two interns in the News Department (One intern was provided by Cameron University and the other was provided by University of Oklahoma.) KSWO-TV hosted one intern in the Sales Department, provided by University of Oklahoma, and one in the Production Department, provided by Cameron University.

Texhoma Broadcasting, LLC hosted three interns. Two were in Creative Services/Production, and one in the Sales departments. All three interns were provided by Midwestern State University.



### **Participation in a Scholarship Program**

KSWO-TV gave a \$500 television scholarship to each high school in the area, including Lawton High School, McArthur High School, and Eisenhower High School. Award recipients are selected yearly by the Lawton Public School board. There is no limitation to how the students may use the scholarship nor is the scholarship limited to the broadcasting field.

### **Station Tours**

KSWO-TV provided zero station tours due to the HD conversion of both stations.

Texhoma Broadcasting, LLC provided station tours to various students, as well as to local high school students in order to provide a first-hand look at the on-air broadcast industry and to encourage awareness of broadcast job opportunities both in the industry and at the station.

January 11, 2011: Travis Elementary  
February 9, 2011: Cub Scout Pack 1  
February 14, 2011: Cub Scout Pack 232  
June 1, 2011: Hirschi High School  
June 10, 2011: Communities in Schools  
July 21, 2011: Kinder Kids  
July 30, 2011: children's 1<sup>st</sup> Church Group  
August 24, 2011: Cub Scout Pack  
October 19, 2011: Cub Scout Pack 1  
November 14, 2011: Cub Scout Pack 43  
November 16, 2011: Cub Scout Pack 600  
November 17, 2011: Cub Scout Pack 232  
December 19, 2011: Cub Scout Pack 1

### **Public File Report**

A copy of this Public File Report is posted on our website, <http://www.kswo.com/>.